



General Assembly

Amendment

February Session, 2026

LCO No. 4833



Offered by:
REP. WEIR, 55th Dist.

To: Subst. House Bill No. 5003

File No. 709

Cal. No. 258

(As Amended)

"AN ACT CONCERNING WORKFORCE DEVELOPMENT AND WORKING CONDITIONS IN THE STATE."

1 Strike subdivision (2) of subsection (c) of section 9 in its entirety and
2 insert the following in lieu thereof:

3 "(2) If [the employee prevails in such action,] the court or
4 commissioner finds that the awarding authority, the terminated
5 contractor or the successor employer has violated the provisions of this
6 section, the commissioner may award the employee or service worker
7 (A) back pay, including the value of benefits, for each day during which
8 the violation continues, that shall be calculated at a rate of compensation
9 not less than the higher of (i) the average regular rate of pay received by
10 the employee or service worker during the last year of employment in
11 the same job occupation classification, or, if the employee or service
12 worker has been employed for less than one year, the average rate of
13 pay for the employee's or service worker's entire employment
14 multiplied by the average number of hours worked per day over the last

15 four months of employment preceding the date of the violation, or (ii)
16 the final regular rate of pay received by the employee or service worker
17 at the date of termination multiplied by the average number of hours
18 worked per day over the last four months, [and] any such calculation
19 shall include interest on such back pay at a rate established by the
20 Internal Revenue Service quarterly interest rates used to compute back
21 pay, (B) reinstatement to the employee's or service worker's former
22 position at not less than the most recent rate of compensation received
23 by the employee or service worker, including the value of any benefits,
24 (C) compensatory damages, and (D) reasonable attorney's fees and
25 costs."